

CUPE 116 BARGAINING
SUMMARY OF KEY LANGUAGE CHANGES - 2019

Articles 3/4/23 (Discrimination/Harassment/Health and Safety):

- 1) Restructured the Collective Agreement to align administrative provisions into Article 3.
- 2) Updated Article 4 to house all the discrimination and harassment language.
- 3) Revised Article 23 to reflect the changes to Article 4.

Article 3.06 (Employee Definitions):

- 1) Sessional Employees are a new definition that enables the hiring of Regular employees for six (6) to nine (9) months terms that are expected to recur year over year.
- 2) Use of Sessional employees are governed by new Letters of Understanding:
 - I. In departments or units that currently use Seasonal employees, Sessional employees may be utilized.
 - II. Up to three (3) Sessional employees may be hired in academic departments or units where there is an identified and discrete need for Seasonal employees to align with a teaching program or a research project.
 - III. In other departments or units, up to two (2) Sessional employees may be hired.
 - IV. Additional Sessional employees may be hired by agreement with the Union.
 - V. In Student Housing and Hospitality Services, specific rules apply.

Article 10.01 (Job Posting):

- 1) Provides clearer language around the use of expressions of interest for temporary promotions/opportunities.
- 2) Confirms that performance in a temporary promotion is relevant information to be considered in a subsequent job competition as part of the requirement to consider past performance.

Article 10.02 (Job Selection):

- 1) Sets out the agreed upon definition of “staff changes, transfers or promotions”.
- 2) Provides clarity around the hiring process when an applicant applies for a lateral transfer.

Article 10.06 (Transfer from Regular to Auxiliary):

Provides greater clarity as to their entitlements when an employee voluntarily transfers from a Regular position to an Auxiliary one.

Article 11 (Layoff and Recall):

- 1) The layoff and Recall provisions have been rewritten to streamline the process and clarify the approach at each step of the process.
- 2) Added a pre-layoff canvass option for circumstances where the University wishes to canvass a unit for voluntary layoff prior to initiating a formal layoff process.

Article 14.01 (Shift Premium):

Shift premiums go from \$.75/hr (evening) and \$.80/hr (night) to \$.80/hr (evening) and \$1.00/hr (night).

Article 14.02 (Weekend Premium):

Weekend premium increases from \$.75/hr to \$.80/hr.

Article 16 (Vacations):

The University issued notice that it was terminating a previous agreement that provided vacation accrual to CUPE 116 members for unpaid sick leave.

Article 16.06 (Vacations – Part-time and Auxiliary Employees):

- 1) The administration of separate vacation time banks for Part-time Regular employees is discontinued.
- 2) Part-time Regular employees will now receive paid vacation time in the same fashion as Full-time Regular employees.

Article 16.08 (Vacation Pay on Retirement):

Vacation Pay on Retirement increases from seven (7) days to ten (10).

Article 17.02/17.10/Letter of Agreement #4 (Sick Leave Accrual):

- 1) Upon implementation, sick leave accrual and usage will be calculated in “hours”, not “days”.
- 2) Language changes include a formula for the proper calculation of sick leave when an employee has a job or schedule change that will affect full-time equivalency.
- 3) A letter of agreement establishes the one-time formula for conversion of existing “day” banks to “hours” on implementation.
- 4) The University has committed to communicating with our employees ahead of implementation, including providing employees with an opportunity to review their new sick bank accrual in advance of going live with the changes.

Article 18.08 (Maternity, Parental and Adoption Leave):

Updated maternity, parental, and adoption leave language to align with legislative changes.

Articles 18.12 (Leave for the birth of a Child):

Employees are now eligible for a one (1) day paid leave for the birth of a child.

Article 18.13 (Pre-placement Adoption Leave):

The pre-placement adoption leave provisions that CUPE 116 members have been eligible for since 2012 are now incorporated into the Collective Agreement.

Article 18.14 (Leave for Domestic Violence):

A new leave provision that is available to employees in circumstances of domestic violence.

Article 22.04 (Benefits – Part-time and Auxiliary):

- 1) The annual review for benefits entitlement will now be semi-annually.
- 2) The formula for benefits entitlement has not changed and the assessment period remains twelve (12) months.

Article 29 (Term of Agreement):

Three (3) year term commencing April 1, 2019 and expiring March 31, 2022.

General Wage Increases:

- 1) April 1, 2019: 2%
- 2) April 1, 2020: 2%
- 3) April 1, 2021: 2%

Letters of Understanding #10/Letter of Understanding #21 (Apprenticeships):

- 1) Updated Apprenticeship Committee language.
- 2) Introduction of an Apprenticeship Incentive Fund to assist departments with the financial costs of supporting apprentices in order to increase the number and utility of apprenticeships.
- 3) The Apprenticeship Incentive Fund does not replace current support for apprentices.

Letter of Understanding #11 (Contracting Out):

- 1) Establishes a joint committee to review barriers to the contracting out process and potential opportunities to contract in work that may be performed in-house.

- 2) Establishes expedited contracting out by the University where the University is unable to recruit for posted vacancies or where the Contracting Out Committee is unable to provide a meaningful decision within a thirty (30) day timeframe.

Letter of Understanding #12 (Food Services):

Updated to reflect scheduling issues within Food Services.

Sustainable Transportation Pilot Project:

- 1) Establishes a \$75,000 fund to be used to subsidize the costs of sustainable transportation for our lowest paid employees within the bargaining unit.
- 2) Applies to employees at or below Pay Grade 11a in Schedule A and to Pay Grades 1 and 2 in Schedule B.

Letter of Agreement #1 (Integrated Renewal Program):

Provides a framework for dealing with issues that may arise with respect to the implementation of the Integrated Renewal Program.

Letter of Agreement #2 (Wage Adjustment – Technicians):

A targeted additional wage increase of .70% in each year to Research Assistant/Technicians 3 and above and Engineering Technicians 3 and above.

Letter of Agreement – Health Spending Account:

The Health Spending Account for eligible CUPE 116 members will increase from \$250/yr to \$350/yr.